

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case


02-CA-281261

Date Filed

08/12/2021

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

|  |  |
|--|--|
| <b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>  |  |
| a. Name of Employer<br>White Plains Hospital   | b. Tel. No. 914-681-2025   |
|  | c. Cell No.  |
|  | f. Fax No. 914-681-2095  |
| d. Address (Street, city, state, and ZIP code)<br>41 E. Post Road<br>White Plains, NY 10601  | e. Employer Representative<br>Diane M. Woolley, SVP, CHR         |
|  | g. e-Mail<br>dwoolley@wphospital.org                             |
|  | h. Number of workers employed<br>400                             |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Hospital   | j. Identify principal product or service<br>Healthcare           |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) and (5) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. |  |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br><br>See attached  |  |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br>1199SEIU United Healthcare Workers East  |  |
| 4a. Address (Street and number, city, state, and ZIP code)<br>1199SEIU<br>498 7th Avenue<br>New York, NY 10081   | 4b. Tel. No. 212-627-8100  |
|  | 4c. Cell No.   |
|  | 4d. Fax No.  |
|  | 4e. e-Mail   |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  |  |
| 6. DECLARATION<br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.   |  |
| By <br>(signature of representative or person making charge)  | Micah Wissinger<br>(Print/type name and title or office, if any) |
| Tel. No. 212-627-8100  |  |
| Office, if any, Cell No.   |  |
| Fax No. 212-627-8181   |  |
| e-Mail<br>mwissinger@levyratner.com  |  |
| Address Levy Ratner, P.C. 80 8th Ave, 8th Floor, NY, NY 10011 August 12, 2021<br>(date)  |  |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## **Attachment to Charge Filed by 1199 on 8/12/21**

### **2. Basis of the Charge**

Since a date within the last six (6) months, the above-named Employer has promulgated and maintained a no-solicitation policy (with a reviewed date of 09/19/19) that contains overly broad restrictions on protected concerted activity, in violation of Section 8(a)(1).


Since a date within the last six (6) months, the above-named Employer disciplined and discharged (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) for violating an overly broad no-solicitation policy (with a reviewed date of (b) (6), (b) (7)(C) /19) in order to discourage employees from engaging in protected concerted and/or union activities, in violation of Sections 8(a)(3) and (1).

Since a date within the last six (6) months, the above-named Employer unilaterally implemented a new no-solicitation policy (with a reviewed date of 05/21/21) without notice to, or bargaining with, the Union, in violation of Section 8(a)(5).

Since a date within the last six (6) months, the above-named Employer has promulgated and maintained a no-solicitation policy (with a reviewed date of 05/21/21) that contains overly broad restrictions on protected concerted activity, in violation of Section 8(a)(1).

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**AMENDED CHARGE AGAINST  
EMPLOYER****DO NOT WRITE IN THIS SPACE**Case  
02-CA-281261Date Filed  
10-20-21**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

|  |  |
|--|--|
| <b>1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT</b>  |  |
| a. Name of Employer<br>White Plains Hospital   | b. Tel. No. 914-681-2025   |
|  | c. Cell No.  |
|  | f. Fax No. 914-681-2095  |
| d. Address (Street, city, state, and ZIP code)<br>41 E. Post Road<br>White Plains, NY 10601  | e. Employer Representative<br>Diane M. Woolley, SVP, CHR         |
|  | g. e-Mail<br>dwoolley@wphospital.org                             |
|  | h. Number of workers employed<br>400                             |
| i. Type of Establishment (factory, mine, wholesaler, etc.)<br>Hospital   | j. Identify principal product or service<br>Healthcare           |
| k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. |  |
| 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)<br><br>See attached  |  |
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number)<br>1199SEIU United Healthcare Workers East  |  |
| 4a. Address (Street and number, city, state, and ZIP code)<br>1199SEIU<br>498 7th Avenue<br>New York, NY 10081   | 4b. Tel. No. 212-627-8100  |
|  | 4c. Cell No.   |
|  | 4d. Fax No.  |
|  | 4e. e-Mail   |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)  |  |
| 6. DECLARATION<br>I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.   |  |
| By <br>(signature of representative or person making charge)  | Micah Wissinger<br>(Print/type name and title or office, if any) |
| Tel. No. 212-627-8100  |  |
| Office, if any, Cell No.   |  |
| Fax No. 212-627-8181   |  |
| e-Mail<br>mwissinger@levyratner.com  |  |
| Address Levy Ratner, P.C. 80 8th Ave, 8th Floor, NY, NY 10011<br>10/20/21<br>(date)  |  |

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## 2. Basis of the Charge

Since a date within the last six (6) months, the above-named Employer has promulgated and maintained a no-solicitation policy (with a reviewed date of 09/19/19) that contains overly broad restrictions on protected concerted activity, in violation of Section 8(a)(1).

Since a date within the last six (6) months, the above-named Employer disciplined and discharged (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) for violating an overly broad no-solicitation policy (with a reviewed date of (b) (6), (b) (7)(C) /19) in order to discourage employees from engaging in protected concerted and/or union activities, in violation of Sections 8(a)(3) and (1).

Since a date within the last six (6) months, the above-named Employer unilaterally implemented a new no-solicitation policy (with a reviewed date of 05/21/21) without notice to, or bargaining with, the Union, in violation of Section 8(a)(5).

Since a date within the last six (6) months, the above-named Employer has promulgated and maintained a no-solicitation policy (with a reviewed date of 05/21/21) that contains overly broad restrictions on protected concerted activity, in violation of Section 8(a)(1).

Since a date within the last six (6) months, the above-named Employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 by discriminatorily enforcing its non-solicitation policy.